



FEBRUARY, 2013

Welcome to the February 2013 edition of *Benefit News* brought to you by the DAS Benefits Team. *Benefit News* provides you with up-to-date information about the State of Iowa's employee benefits.

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NEW SCHEDULE FOR BENEFIT NEWS

Beginning in 2013, *Benefit News* will be published six times a year instead of quarterly. The new publication dates will be in:



February
April
June

August
October (the enrollment and change issue)
December

This new schedule will allow us to provide you with more timely benefit information that you can use.

RETIREMENT INVESTORS' CLUB (RIC)

The Retirement Investors' Club (RIC) is a supplemental retirement savings program offered by the State of Iowa to help you save for your retirement. As a participant, you contribute through automatic payroll deduction to your 457 account and the State makes match contributions to your 401a account. You are fully vested from day one. Find out more about this great employee benefit at the RIC (<http://ric.iowa.gov/>) website.



Contribution Limits are Higher this Year!

For 2013 limits, see http://ric.iowa.gov/IRS_limits.html. To change the amount you are contributing, complete the RIC Account Form (http://ric.iowa.gov/documents/RIC_form.pdf).

Need to reduce income taxes?

With tax season around the corner, some of you are thinking of best ways to lessen your 2013 tax burden. If you make pretax contributions to RIC, the IRS doesn't see the amount you contribute as taxable income for the year.

Saving pretax means that the contributions you make to your RIC 457 account are automatically deducted from your paycheck before state and federal tax withholding, giving you the immediate tax benefit of lower taxable income for the year. Any earnings on pretax contributions grow tax-deferred.

If you feel that your tax rate may be lower in retirement than in your earning years, you may want to consider pretax contributions to RIC. If you question whether it would be better for you to save on a pretax or post-tax basis, consult a tax professional.

Want tax-free income at retirement?

Many of you know that the State of Iowa offers the option for employees to save post-tax Roth dollars in the RIC 457. Even if you contribute to a Roth IRA, you can make Roth contributions to your Roth 457.

Roth contributions to the RIC 457 plan are deducted from your paycheck after state and federal taxes are withheld and potentially provide tax-free income in retirement. Your contributions are matched up to \$75/month.

If you feel that your tax rate in retirement may be higher than your current tax rate, you may want to consider contributing to RIC on a post-tax Roth basis. Contact a tax professional if you question how the Roth savings option may benefit you.

News from RIC providers



RIC investment providers were asked if they wanted to submit articles to Benefit News in an effort to make you aware of certain aspects of their products and services. This "News from the RIC providers" section has been added just for that purpose. All active providers may submit articles, but it is not required.



When it comes to your financial future, do you know where you stand? You can with www.INGCompareMe.com. This web-based tool makes it easier than ever to compare yourself to your peers in terms of savings, spending, investing, debt, and planning. This is a secure web site, all information captured remains anonymous. Check it out, see how you measure up.

Provider disclosure: Products and services offered through the ING family of companies in the U.S. CN0123-7397-0613



Security Benefit is pleased to announce the SFR Program for Iowa Retirement Investors' Club now includes Vanguard funds. We work with the Iowa Department of Administrative Services to routinely review funds within the RIC to help maintain the quality of the program. Contact your financial advisor or Security Benefit at 1-800-888-2461 to learn more!

Provider disclosure: You should consider the investment objectives, risks, charges, and expenses of the mutual funds carefully before investing. You may obtain prospectuses or summary prospectuses (if available) that contain this and other information about the mutual funds by calling our Service Center at 800.888.2461. You should read the prospectuses or summary prospectuses (if available) carefully before investing. Investing in mutual funds involves risk and there is no guarantee of investment results. Services and securities are offered through Security Distributors, Inc., a subsidiary of Security Benefit Corporation ("Security Benefit").

GROUP INSURANCE

Online Explanation of Benefits

You do so much online, why not manage your health plan online too? Wellmark offers you the opportunity to stop receiving paper Explanation of Benefits (EOBs) in the mail, and instead, view them online at <http://www.wellmark.com>.

Benefits to switching to electronic EOBs include:

- **Helping the environment.** Wellmark prints and mails approximately 12 million EOBs a year. That's a lot of trees.
- **Ease of access.** An email notification is sent directly to you when an EOB is available.
- **Convenience.** Wellmark will store your EOBs online for up to 24 months after your initial sign-up – providing a safe and convenient way to access and view your EOBs.

To sign up to receive EOBs electronically, register at <http://www.wellmark.com>. Make a statement, go electronic.

Life Insurance Beneficiary Information in IowaBenefits

During the 2013 Enrollment and Change period, you had an opportunity to enter your life insurance beneficiaries into IowaBenefits. Don't forget that your life insurance beneficiaries can be added or changed in IowaBenefits at any time during the year.

You can add or change your life insurance beneficiary by following these steps:

- Log in to Iowa Benefits (<https://dasbenefits.hrintouch.com>) with your Username and Password.
- Click on "My Benefits."
- Scroll down to "2013 Basic Life, AD&D, and LTD."
- Click on "View/Edit Information" on the right side of the screen.
- Click on "Edit" next to Beneficiaries (between the Basic and Supplemental life sections).
- Follow the instructions on the screen to add or change beneficiaries.
- Both your primary and secondary beneficiary designations must equal 100%.
- Decimals are not allowed; if you are designating three beneficiaries, enter one at 34% and the other two at 33%.

PRESCRIPTION DRUGS

IPS Mail Order is Changing Its Name!

Wellmark's prescription mail order vendor, Immediate Pharmaceutical Services (IPS), has changed its name to **Catamaran Home Delivery**. Most of the State of Iowa's health insurance plans offer a mail order prescription service, except Deductible 3 Plus and Deductible 3 Plus-V.

With the mail order prescription service, you can receive a **90-day supply for just the cost of two copays**, instead of the three copays that you would receive by filling the prescription at a retail site.

The advantages of ordering prescription drugs through the mail are:

- Saving the cost of a copay.
- Convenience of the prescription drug mailed to your home.

There is no charge for standard shipping of your prescription orders.

If you currently utilize Wellmark's mail order prescription services:

You will need to re-register with Catamaran Home Delivery at www.mycatamaranrx.com.

If you want to start using mail order prescription services:

1. Ask your doctor to write out 2 prescriptions:
 - One for a short-term supply (e.g., 30 days) that you can fill immediately at a participating retail pharmacy.
 - The second for up to a 90-day supply of maintenance medications, plus refills.



2. Use one of the following methods to start your mail order prescription:
 - Complete the “Registration and Prescription Order Form” (<http://benefits.iowa.gov/forms/RegistrationPrescOrderForm.pdf>) and mail with your prescription. You can also register by calling Wellmark’s mail order pharmacy customer service toll-free at 1-866-611-5961. Mail order service representatives are available Monday through Friday, from 7 a.m. - 9 p.m. CT or Saturday, 7 a.m. - 4 p.m. CT. **OR**
 - Fill out your information on the “Prescription Fax Order Form” (<http://benefits.iowa.gov/forms/PrescriptionFaxForm.pdf>) section and ask your doctor to complete and fax the form.

If you don’t believe you can save money using mail order, the following example may change your mind.

Let’s assume that you are enrolled in Blue Access, family coverage. You or someone in your family takes a maintenance medication. The copay for the prescription is **\$15** for a **30-day supply**. If you refill that prescription at a retail pharmacy every month, you will spend **\$180 per year** on that prescription (\$15 copay x 12 months.)

Instead of refilling that prescription drug every month at a retail pharmacy, you decide to utilize mail order. For a 90-day supply, your copay will only be \$30. That’s just two copays of \$15. Because you get a 90-day supply, you will only refill the prescription approximately 4 times a year. Using mail order, you will only pay **\$120 per year** (\$30 copays x 4 times a year.) That’s a **savings of \$60 per year for just one prescription!**

Think what your savings could be if you or your family member use more than one maintenance medication or the copay is \$30 per prescription.

You take maintenance medications and you don’t use mail order? What are you waiting for? Now is the perfect time to begin using the mail order prescription benefit.

Over-the-Counter Drugs

Wellmark made some changes and clarifications to the state's pharmacy benefits. Pharmacy benefits are not intended to cover drugs that are available over-the-counter (OTC). However, in the past certain OTC drugs may have been included in Wellmark’s drug formulary based on pharmacy initiative programs at that time.

Effective January 1, 2013, pharmacy benefits do not cover prescribed drugs with an OTC equivalent medication. These equivalent OTC drugs are the same strength and quality as the prescribed drug, and in most cases, cost significantly less. Plus, by using OTC drugs, you won’t have to pay for a doctor’s visit to get a prescription.

Please note that if a prescribed drug with an OTC equivalent has been covered in the past, after January 1, 2013 you will pay the entire cost of the medication.

Remember that if you intend to continue to use your Health Flexible Spending Account to pay for these OTC medications, a prescription is necessary.

If you have questions regarding how this change may affect your cost or coverage, call Wellmark customer service at 1-800-622-0043.

Wellmark’s Drug Formulary Name Change

A Drug Formulary is a list of prescription drugs, both generic and brand name, that helps guide physicians and pharmacists in selecting the medications that provide the most appropriate treatment for the best price.

To see if a drug is covered, go to the Wellmark Drug List website (<http://pharmacy.wellmark.com/Controller?action=TierSearchStart2>) and click on “BlueRx Complete” from the *Choose a Drug List* drop-down menu at the website.

OTHER BENEFITS

2012 Flexible Spending Accounts Claims Deadlines

A number of deadlines regarding your Flexible Spending Accounts (FSAs) are fast approaching.

If you still have dollars left in your FSAs at the end of 2012, remember that you can still incur eligible health or dependent care expenses through **March 15, 2013**, and be reimbursed with 2012 FSA dollars. You can download an FSA claim form at the DAS Flexible Spending Accounts website (<http://das.hre.iowa.gov/fsa/home.html>).



You have until **April 15, 2013**, to file claims for reimbursement of eligible expenses from your 2012 FSA. After April 15, 2013, your FSA will be closed and any balance remaining will be forfeited by you in accordance with federal regulations. You can download an FSA claim form at the DAS Flexible Spending Accounts website (<http://das.hre.iowa.gov/fsa/home.html>).

There are three ways to submit FSA claim requests and supporting documentation to ASI, the administrator of the FSA plan:

1. By mail to the following address
ASI
P.O. Box 6044
Columbia, MO 65205-6044
2. By fax to 1-877-879-9038.
3. By logging into your ASI account at <http://asiflex.com> and attaching a pdf version of your supporting documentation to your claim request.

HEALTHY OPPORTUNITIES

Personal Health Assistant 24/7: A Nurse Is Only a Phone Call Away

Don't you wish you had a nurse in your family to answer healthcare questions? Well you do!

Personal Health Assistant 24/7 is your safe, reliable and confidential resource for health care questions. Just call **1-800-724-9122**.

When you call this toll-free phone number, your call will be answered immediately by specially-trained nurses and healthcare professionals. The nurses and healthcare professionals will identify your need and direct your call to one of these services:

Care Navigation

Just learned you have a health condition? You can receive information from a health professional to help you understand your diagnosis and treatment, and learn about resources and support.

Decision Support

Unsure if you should have a surgery or what treatment path to follow? Talk to a nurse to learn about your options. And if you're wondering how your benefits might affect your decision, Personal Health Assistant 24/7 can transfer you directly to a Wellmark Blue Cross and Blue Shield customer service representative to answer your coverage questions.

Nurse Support

Having side effects from a drug? Need to know how to take care of a cold or bug bite? Talk to a registered nurse who can assess your symptoms and recommend next steps.

Advocacy

Frustrated with care access issues? Personal Health Assistant 24/7 is at your service to help you coordinate support and care. They will do the legwork for you to locate specialists, schedule home-care services, transfer medical records, and more.

Getting answers to your health care questions has never been easier.

DAS-SPONSORED BENEFIT AND HEALTHY OPPORTUNITIES EDUCATION

Benefit knowledge is power!

Employee benefits can be confusing. Benefit education is a service provided by DAS benefit staff. Learn to make the best use of your benefits by taking advantage of benefit education opportunities.



Upcoming Presentations

A listing of upcoming benefit education and healthy opportunities presentations can be found at the DAS Benefit Education website (<http://das.hre.iowa.gov/benecalendar3.html>).

All the presentations are webcasts, unless otherwise noted. You attend a real-time presentation online through a computer at your work site or your home. You are able to view slides, supporting documents, and websites, and you can ask questions and receive answers. There is no cost to participate.

Recordings of Presentations

Benefit education and healthy opportunities webcasts are recorded and available for you to view at the DAS Benefit Education On-Demand website: http://benefits.iowa.gov/benefit_education/benefiteducation_on-demand.html. Whether you were unable to attend the live presentations or just want to view them again, take advantage of this opportunity.
